

Commonwealth Communiqué

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Historic changes for Personnel opened employee communication

By Personnel Cabinet Secretary Carol M. Palmore

As part of our ongoing efforts to recognize state employees, we have recently begun distributing a new Retirement Certificate. Debbie Bohannon, of our Division of Employee Communication and Recognition came up with the idea after meeting with many state employees and gathering suggestions from them on how to let employees know they are appreciated.

Our thanks for the actual design of the Certificate go to Jason LeMay, who created a number of versions and kept refining and changing until both he and Debbie were satisfied. Jason's design is just one more example of a talented person who has chosen public service as a career. In less than two months, the Division of Communications and Recognition has issued almost 1000 of the Certificates and the reaction has been overwhelmingly positive.

While sitting at my dining room table and signing dozens and dozens of the Retirement Certificates, I began to reflect on my years as Secretary of Personnel. As the Patton Administration comes to a close, I am filled with conflicting emotions. During this eight-year period, the Personnel Cabinet changed more and took on more projects than in any other eight-year period in history. Not everyone was, or is, happy with every decision that came out of the Cabinet, but that is to be expected. The following is an overview of many of our accomplishments and one major regret.

Over the past eight years, the Personnel Cabinet and its employees have undergone a cultural change. Cabinet employees are now less secretive, share information with state government employees and the public, and are much more customer oriented. I think this is good, and it is a change that I have long advocated. The following are examples of this changed attitude from my own personal perspective.

Web site makes information easily accessible

When I was Secretary of Labor, I asked for a copy of the Super Book from the Personnel Department. It was a book that alphabetically listed every job classification in state government, along with the minimum requirements for the job, the grade and the salary range. My request was refused, and this information, in this comprehensive form, was not made available to administrators in state government. This information is now on our Web site for the entire world to see.

In about 1993, I asked for a one-page summary of the benefits that were applicable to each category (seasonal, full-time, part-time, etc...) of employee and was told that no such summary was available. This information is also now on our Web site.

We have now placed a complete pay schedule on our Web site, so employees and managers have this information. In addition, we have printed (at a minimal cost) thousands of pay schedules, and we make them available to any employee who wants one. Such pay information should not be a secret; it should be readily available to employees, managers and the public-at-large.

One can click on our web site and find information on everything from job vacancies to Personnel Administrative Regulations, to links to other sites of interest, such as Deferred Compensation and Retirement. Although it is dangerous to thank individual people, I find it necessary to mention the hard work of Dave Holzwarth who single-handedly figured out a way for us to "post" job vacancies, and Beverly Wilhoite, along with Dave, maintains our Web site.

In addition to having access to the above described general information, employees also have available ClickHR. This is an employee self-service system that allows employees to view their electronic pay stub, leave balances, health insurance and life insurance benefits, and allows employees to enter their work address and emergency contacts. I am amazed at how many employees still do not take advantage of having access to this information.

Co-op/Intern Program resurrected; training sessions born

One of the most rewarding initiatives we have undertaken is the resurrection of the Co-op/Intern Program, which has provided state agencies with a talented pool of students with an interest in government. This program has allowed state employees to mentor and prepare potential future employees for careers in the public sector. It also serves as a mechanism for Kentucky students to obtain practical on-the-job experience and academic credit as part of their educational experience. Margaret Daniel has done an outstanding job of bringing this program back to life, and the participating agencies and students owe her a great deal of gratitude.

Over the past eight years, we have conducted literally dozens of training sessions on every issue from the rewritten Administrative Regulations to compensation, to the processing of personnel actions. In addition, we have held two series of supervisor training sessions all over the Commonwealth.

These supervisor training sessions included such issues as benefits (health insurance, life insurance, adoption, KEAP, FMLA, sick leave sharing, etc...) the Employee Suggestion System, Performance Management and EEO issues. Literally thousands of supervisors attended these sessions, which focused on areas essential to effective leadership.

To our knowledge, no other administration has provided training to supervisors in all parts of the state. The leadership in our Department for Employee Relations, notably Commissioner Julie True, Division of Communications and Recognition Director Tina Johnson and KEAP Manager Mary Jane Cowherd led this effort which was so successful and so appreciated by supervisors all across the Commonwealth.

New diversity in the "face" of government

One of the major joys of serving in this position has been the vantage point I have had in seeing the "face" of state government change. Look around you and you will see that our workforce is much more diverse than it was just eight years ago. During this time you have seen women appointed to positions, such as Chief Highway District Engineer and Secretary of the Governor's Executive Cabinet, that have never been occupied by a woman before.

You have seen more African Americans appointed to the Governor's Executive Cabinet and to policy making positions than ever before in our history.

And, I am happy to report that the Commonwealth has met its goal for minority hiring for eight consecutive six-month reporting periods. No previous administration met this goal for even two consecutive reporting periods. While the Governor has been the driving force in this change, I believe our EEO Office, headed by Deputy Secretary Singer Buchanan, with the able assistance of Bruce Trent and Jamille Smith, has played a vital role and I am proud of them.

Regulations rewritten

During this Administration, we completely rewrote the Personnel Administrative Regulations with an emphasis on fairness. Since a previous article in the Communiqué went into a great deal of detail about one of the regulations which makes sure that all persons who are demoted (voluntarily or involuntarily) are treated the same for purposes of pay, I will not go into that specific issue again. However, I will note that throughout the Regulations, we provided that people in the same or similar circumstances must be treated the same.

In addition, we were able to show appreciation for career employees by rewarding them with ten additional sick days when they achieved twenty years of service. The rewrite of the Regulations would not have been possible without the leadership of Burr Lawson, our Executive Director of Administrative and Legal Services, and the actual drafting work of our General Counsel, Dan Egbers.

Regrets

Now, for the flip side. As the words to the song go, "...regrets, I have a few..." Many of us in the Personnel Cabinet had hoped to purchase a new unified personnel and payroll system and have it at least partially implemented before the end of the administration. But because of the current fiscal crisis, we were unable to do this. Our current systems were implemented during the early 1980s and are horribly out of date and dysfunctional.

For an analogy, just think how difficult, if not downright impossible, it would be if you were doing your work today on the equivalent of the equipment you had in 1982. That should give you some idea of how difficult these systems have become and remember, we depend on them to get you paid.

Thanks

All in all, it has been an exciting and extremely busy eight years. The successes are due to the tremendous employees in state government. I believe that public service is a honorable way to spend one's life. It is very easy for the public or people running for elective office to take pot shots at public employees and I find that very disheartening. Of course, there are a few bad apples in every group. That is just a fact of life. However, I believe that it is impossible to find a harder working or more dedicated group of people than those who work for the Commonwealth. I have come to know many of you over the years and I treasure those relationships. As the administration comes to a close, I thank you and wish you much good health and happiness.

I cannot end this article without saying a special thank you to Lisa Wilhoite (who has been my right arm, and on occasions, my left as well), Charlotte White, Walt Gaffield, Carl Felix, Jim Stanley, David Cooke, Dale Shelton, Jackie Shrout, Gary Shrout, Bob Brown, Herb Sheeting, and Cathy Clark.

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KEAP Informed: October is Depression Awareness Month

By Mary Jane Cowherd, Kentucky Employee Assistance Program, KEAP

Depression is a commonly occurring mental illness. In any given one-year period, 9.5 percent of the population, or about 18.8 million American adults, suffer from a depressive illness.

Most people with a depressive illness do not seek treatment, although the great majority - even those whose depression is extremely severe - can be helped. There are now medications and psychosocial therapies known as cognitive/behavioral, "talk," or interpersonal therapies that ease the pain of depression. Treatments can improve the quality of life and sometimes even save lives.

The Kentucky Employee Assistance Program (KEAP) provides Kentucky State Government employees and their families screenings for depression in the KEAP office, by telephone or on-line. Simply call a toll free number, 1-877-769-5040, use the dial pad to answer the screening questions and some demographic questions, and then receive a rating on the depression scale.

To access the screenings on-line, go to the Personnel Cabinet home page (<http://personnel.ky.gov/index.html>), and click on the Screening Program link. The keyword is Kentucky. Other screenings are available for alcohol abuse, eating disorders, generalized anxiety, and post-traumatic stress. It takes about fifteen minutes to complete each screening. Those with privacy concerns about cyberspace may feel more comfortable using the toll-free number.

It is important to remember that like many other illnesses, depression varies from person to person and has a range of symptoms from mildly uncomfortable to debilitating. The National Institute for Mental Health describes the most common symptoms of depression as:

- Persistent sad, anxious, or "empty" mood
- Feelings of hopelessness, pessimism
- Feelings of guilt, worthlessness, helplessness
- Loss of interest or pleasure in hobbies and activities that were once enjoyed, including sex
- Decreased energy, fatigue, being "slowed down"
- Difficulty concentrating, remembering, making decisions
- Insomnia, early-morning awakening, or oversleeping
- Appetite and/or weight loss or overeating and weight gain
- Thoughts of death or suicide; suicide attempts
- Restlessness, irritability
- Persistent physical symptoms that do not respond to treatment, such as headaches, digestive disorders, and chronic pain

Often people who have depression don't even know it. Sometimes they are resistant to seeing a doctor or a

counselor. For those who love and care for them this is very frustrating. The best thing we can do in this situation is to educate ourselves and our loved ones about depression. Get information from books, the Internet or your doctor. Encourage your loved one to seek help. Most importantly, remember that you didn't cause it and you can't fix it.

More information

The Kentucky Employee Assistance Program provides state government employees and their dependents with assessment and referral services for depression and other personal concerns. KEAP services are confidential within the guidelines of the law, and can be reached at 502-564-5788 or 1-800-445-5327.

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Make your workspace more comfortable; avoid injury

Submitted by Clark Rowland, State Safety Coordinator

Ergonomics is a prime concern of employees and employers, from those who do manual labor to those who sit at computer keyboards.

The word comes from two Greek words: ergos, meaning work, and nomos, meaning laws. Today, ergonomics is defined as the science of designing the workplace to accommodate the worker, and few realize that the idea isn't new.

A Polish scientist and educator, Wojciech Jatzeowski, first introduced the term "ergonomics" over 120 years ago, but it received very little attention before World War II. As a result of the conflict, there was a need to quickly manufacture the tools of war, but the increased production pace created physical and psychological problems for workers.

Teams of specialists were assembled to resolve these problems. They used such terms as "engineering psychology" or "human engineering", and it's only recently that the term ergonomics has become the buzz word.

In November 2000, the U.S. Department of Labor's Occupational Safety and Health Administration, OSHA, published an Ergonomics Program standard that applied to employers where manufacturing or handling materials work was performed or ergonomic problems are occurring. That standard was rejected by Congress, but in April 2002, OSHA again announced a program to reduce ergonomic injuries. The intent was to target industries with serious ergonomic problems and enforce guidelines through the General Duty Clause (CFR 1977.1).

Under the General Duty Clause, employers who have ignored the problem have been successfully prosecuted for ergonomic violations.

Often ergonomic problems can be resolved by placement of equipment or very minimal investment.

More information

Clark Rowland, state safety coordinator in the Personnel Cabinet, is available to assist with problems with ergonomics in state offices. Contact him at 502-564-6847.

For more information on OSHA's ergonomic standards, go online to <http://www.osha-slc.gov/SLTC/ergonomics/index.html>.

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Special winter rates at state parks for employees

Submitted by Jim Carroll, Kentucky State Parks

The Kentucky state park system greets the winter months with its popular Commonwealth Connection program. This special promotion offers discounts for state employees at any of 17 state resorts.

The rates are the same as last year – \$42 for a lodge room accommodating up to four persons, and cottage rates range from \$65 to \$100. The program starts Nov. 2 and runs through March 31, 2004.

Even though summer is the peak season, there is plenty to do at Kentucky resorts during the fall and winter. Two parks, Lake Cumberland and Lake Barkley, have indoor pools, and Kenlake has an indoor tennis center. All the resorts plan special events throughout the winter that appeal to a wide variety of interests, from eagle watching to cave exploring.

Commonwealth Connection is open to all active and retired public employees, including school employees. The rates are offered on a space-available basis, and reservations may be made up to 30 days in advance.

Note: A photo of Cascade Cave, at Carter Caves State Resort Park, is on the full page.

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22nd Annual Kentucky Book Fair to be held Nov. 8

Submitted by Connie Crowe, Kentucky Department for Libraries and Archives

The 22nd annual Kentucky Book Fair will be held on Nov. 8, 9 a.m. - 4:30 p.m., at Frankfort's Farnham Dudgeon Civic Center.

The Kentucky Department for Libraries and Archives cosponsors the Book Fair, along with "The State Journal" and the University Press of Kentucky. Proceeds from the event provide grants to Kentucky's school libraries and public libraries.

This year, more than 135 authors are scheduled to attend. Featured authors include Deborah Ford, Dr. Thomas Clark, Sena Jeter Naslund, Robert Morgan, Silas House, Dr. John Kleber, Dr. John Klotter, Terri Robinson, and Philis Alvic.

In addition to providing the opportunity to visit with authors and purchase books, the event offers a day-long schedule of symposiums at the Civic Center and two off-site programs.

A program on the Underground railroad will be held at the Kentucky History Center, in Frankfort, and a Raggedy Ann Festival will be held at Frankfort's Good Shepherd Church. Joni Gruelle, granddaughter of the famous Raggedy Ann creator Johnny Gruelle, will sign her books at the Civic Center early in the day, then she will appear at the Raggedy Ann Festival from 1 -3 p.m. A time has not been set for the program on the Underground Railroad, which will feature author Anne Hagedorn.

Shuttles will run between the Civic Center and both off-site event locations. The Book Fair and its symposiums and programs are free and open to the public.

Tickets will be sold at the Book Fair for a Saturday evening event featuring Riders in the Sky. The evening event is co-sponsored by the Kentucky Book Fair and the Frankfort Arts Foundation.

More information

For more information, visit the 2003 Kentucky Book Fair Web site at <http://www.kdla.net/kybookfair.htm>.

For information on volunteering at the Book Fair, contact Connie Crowe at kybookfair@ky.gov, or Volunteer Coordinator Fran Salyers at celebratebooks@aol.com, or 502-695-3131.

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"Seabiscuit" equine actor makes Kentucky Horse Park home

Submitted by Amity Brannock, Kentucky Horse park

I Two Step Too, one of the nine horses that played Seabiscuit in the feature film titled "Seabiscuit," recently arrived at the Kentucky Horse Park, his new permanent home.

The Thoroughbred, purchased by the Kentucky Horse Park Foundation for the park, made his premiere appearance as "Seabiscuit" in the park's daily Parade of Breeds presentation on July 31.

I Two Step Too was featured in the Seabiscuit festivities at the Louisville premiere of the movie on July 19, and was auctioned off at the charity fundraiser event that evening. Proceeds from the purchase of I Two Step Too will benefit the Race for Education Foundation, a scholarship foundation dedicated to reaching out to young people within the Thoroughbred industry.

"Seabiscuit has helped to rekindle and reinforce America's passion for horses and the sport of racing," said John Nicholson, Executive Director for the Kentucky Horse Park. "We are proud to welcome one of the stars of this cinema epic to the Kentucky Horse Park. I Two Step Too will help us to tell this wonderful story for years to come."

Nine Thoroughbreds were chosen to depict Seabiscuit for the film based on Laura Hillenbrand's best-selling book, Seabiscuit. The film had four categories of equine actors they needed to fill with horses capable of portraying Seabiscuit in different scenes - "racing," "blow by," "trick" and "fighting" Seabiscuits.

I Two Step Too, age 10, is a registered Thoroughbred gelding who was cast as a "blow by" Seabiscuit, because he could turn on the speed and blow by the other horses pulling into the lead. He as well as all the other Thoroughbreds working on the film accompanied the rest of the cast and crew on each production move, which included Keeneland Race Track in Lexington, KY.

I Two Step Too is now a featured attraction during the daily Parade of Breeds presentations held in the Kentucky Horse Park's Breeds Barn.

More information

For more information on I Two Step Too and his appearances at the park, please contact the Kentucky Horse Park at 859-233-4303 or www.kyhorsepark.com.

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Kentucky Artisan Center at Berea has opened

Submitted by **Jim Carroll, Kentucky State Parks**

Governor Paul Patton joined state and local officials on July 30 to cut a one-of-a-kind hand-woven "ribbon" to open the Kentucky Artisan Center at Berea.

The grand opening took place at the doors in front of the center on a hill overlooking I-75 on the 10-acre site. Officials from the city of Berea, Berea College, Eastern Kentucky University, four state government cabinets, Tourism, Education, Arts and Humanities, Transportation and Finance, Kentucky artisans, authors and musicians participated in the event.

"The center's double mission will make it an icon for the traveling public", said Tourism Development Secretary Ann R. Latta, "It will be the place to see and purchase our famous crafts, as well as learn about all the other exciting things to see and do in Kentucky." The center is under the Kentucky Tourism Development Cabinet.

The \$8 million center contains 25,000 square feet and is constructed of native limestone with slate and copper roofing. Inside the center visitors will be able to see various forms of art by Kentucky artists displayed in a gallery area, shop for hand-woven shawls, whimsical garden sculptures, authentic honeysuckle baskets, Kentucky books and music, and special packaged goods in the all-Kentucky gift shop.

Maps, brochures and information on cultural heritage attractions in Kentucky will also be available in the information center at the front of the building." Hours are from 8 a.m. to 8 p.m.

The center also offers a Kentucky Cafe which will also be open for breakfast, lunch and dinner. Meals served at the cafe are from a carefully chosen menu, using locally grown produce when available, featuring Kentucky cuisine, such as fried catfish, Southern fried chicken and a Kentucky Hot Brown. There is also a grab-and -go menu for a quick snack to take on the road.

The Kentucky Artisan Center at Berea was designed by Myers Jolly Architects of Lexington. The contractor was D.W. Wilburn, Inc. of Lexington. Interior and exterior stonework was by Bobby Cameron Stonemasonry of Brodhead. The interior art glass panels by Architectural Glass Art, Inc., Louisville.

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Governor's Housing Conference to feature outstanding speakers

Submitted by Jane McCord, Kentucky Housing Corporation

The upcoming 2003 Governor's Housing Conference presented by Kentucky Housing Corporation features dynamic speakers, diverse workshops plus online registration for the first time.

Speakers appearing at this year's conference, October 9-10 at the Clarion (formerly Hurstbourne) Hotel and Conference Center in Louisville, include Bob Edwards, host of Morning Edition with National Public Radio; Liz Murray, author and speaker, film biography, Homeless to Harvard; and Thomas M. Menino, mayor of Boston.

Workshop topics range from understanding poverty to conflict resolution, from financial issues for nonprofits to mortgage loan officer registry and from developing rental housing to fair housing accessibility requirements.

"We believe we've put together a conference agenda that offers valuable information for everyone who works with affordable housing in Kentucky," said F. Lynn Luallen, chief executive officer of Kentucky Housing Corporation.

The conference will also feature the 2003 Housing Awards, recognizing individuals and organizations that have made significant contributions to affordable housing in Kentucky.

More information

For online registration, visit www.kyhousing.org. For more information about the conference, call Helen Morrow, 502-564-7630, extension 349, or email hmorrow@kyhousing.org.

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14 Inducted into Civil Rights Hall of Fame

Submitted by Victoria Dempsey, Kentucky Commission on Human Rights

The Kentucky Commission on Human Rights announced 14 inductees into the Kentucky Civil Rights Hall of Fame 2003 on July 29. Nearly 500 people attended the ceremony held at TARC Union Station in Louisville. The inductees were selected from 47 nominations made by people throughout Kentucky.

The inductees are:

Ms. Ruth Booker Bryant Of Louisville
Professor Carolyn S. Bratt Of Lexington
The Late Reverend Bob W. Brown Of Lexington
Mr. Raoul Cunningham Of Louisville
Mr. Joseph Graves Of Lexington
Reverend Alfred F. Horrigan Of Louisville
Ms. Mattie Johnson Jones Of Louisville
Mr. Henry Allen Laine Of Richmond
The Late Mr. Robert S. Miller Of Lexington
The Late Mr. Sterling Neal Sr. Of Louisville
Mr. Darryl T. Owens Of Louisville
Mr. Henry F. Wallace Of Prospect
The Late Mr. William Warley Of Louisville
The Late Mr. William Carl Young Of Paducah

This is the third induction into the Kentucky Civil Rights Hall of Fame, which was established in 2000 by the Kentucky Commission on Human Rights. New members will join the ranks of 22 inaugural inductees from 2000, and 16 inductees from 2001. Since 2001, inductions occur bi-annually.

The inductees are men and women, both living and deceased, from current and past eras, who have made significant contributions to Kentucky's progress toward equality, human rights and diversity. Their efforts were made in many fields such as those of education, legislation or volunteerism. A panel of volunteers who are from many regions in the state and represent a wide variety of careers, backgrounds and interests independently selected them.

The Kentucky Civil Rights Hall of Fame sculpture created by Lexington artist Garry R. Bibbs will be on exhibit at Union Station, 1000 W. Broadway, Louisville, through Oct. 30. The 40 ft. by 12 ft. metal structure is shaped like a bridge and holds giant photographs of each inductee.

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Fair Board announces upcoming events

Submitted by Jeanie Dittmeier, Kentucky State Fair Board

The Kentucky State Fair Board has been very busy with some very exciting events occurring at its facilities, the Kentucky Fair and Exposition Center and the Kentucky International Convention Center.

The North American Championship Rodeo returns with cowboys, broncos and bulls to the Kentucky Fair and Exposition Center November 13-15. All the excitement begins in Freedom Hall at 7:30PM each evening. Tickets are \$20.00 for the Thursday and Friday evening performances and \$25.00 for the Saturday evening performance. Group discounts are available for Thursday by calling 502-367-5144 and on Friday, tickets for children 12 and under are \$5.00 with the purchase of an adult ticket.

The Kentucky International Convention Center is slated to open its newest convention amenity for high tech convention attendees - the Conference Theatre. This state-of-the-art space will provide 180 executive seats and desktop spaces arranged in a classroom tiered seating. The Conference Theatre features large screens, computer ports, and the latest in audio/visual equipment with teleconferencing capabilities.

The 2003 Kentucky State Fair was pleased to announce its attendance figures increased over last year with 625,657 visitors attending the 11-day event. The School Tour Program during the Kentucky State Fair also set a new record this year. The education exhibit "Lewis and Clark +200 Relive the Adventure!" hosted a record 12,000 Kentucky students. Be sure to mark your calendar for the 100th Kentucky State Fair set for August 19-29, 2004!

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What you should know about HIV and AIDS

Submitted by the Cabinet for Health Services (Revised June 2003)

AIDS is Acquired Immune Deficiency Syndrome - a serious illness that makes the body unable to fight infection. A person with AIDS is susceptible to certain infections and cancers. When a person with AIDS cannot fight off infections, this person becomes ill. Most people with AIDS will die as a result of their infection.

AIDS is caused by a virus called Human Immunodeficiency Virus, or HIV. Early diagnosis of HIV infection is important!

If you have been told you have HIV, you should get prompt medical treatment. In many cases, early treatment can enhance a person's ability to remain healthy as long as possible. Your doctor will help you determine the best treatment for you.

Free anonymous and confidential testing and counseling is available at every health department in Kentucky. After being infected with HIV, it takes between two weeks and six months before the test can detect the antibodies to the virus.

HIV can be spread by:

- Sexual contact (oral, anal, or vaginal intercourse) with an infected person when blood, semen or cervical/vaginal secretions are exchanged.
- Sharing a syringe/needle with someone who is infected.
- Receiving contaminated blood or blood products (very unlikely now because blood used for transfusions has been tested for HIV antibodies since March, 1985).
- An infected mother passing HIV to her unborn child before or during childbirth, and through breast feeding.
- Receipt of transplant or infected tissue or organs or artificial insemination from an infected donor.
- A needle stick or sharp injury in a health care setting involving an infected person.

You cannot get HIV through casual contact such as:

- Sharing food, utensils, or plates.
- Touching someone who is infected with HIV.
- Hugging or shaking hands.
- Donating blood (this has NEVER been a risk for contracting HIV).
- Using public rest rooms.
- Being bitten by mosquitoes or any other insect.

Prevention:

- Do not share needles or syringes with anyone.
- Do not have sexual intercourse except with a monogamous partner whom you know is not infected. If you choose to have sex with anyone else, use latex condoms (rubbers), female condoms or dental dams every time you have sex.
- Educate yourself and others about HIV infection and AIDS.

You should be tested if you:

- Have had sex with someone who has HIV.
- Have had sex with someone who has or has had any sexually transmitted disease (STD).
- Have shared needles or syringes with someone who has HIV.
- Have had multiple sex partners or you have had sex with someone who has had multiple partners.
- Have had sex through prostitution (male or female).
- Have had sex with injecting drug users.
- Had a blood transfusion between 1978 and 1985.
- Are a women who is pregnant, or desires to be pregnant, and who wishes to reduce the chance of your baby getting HIV from you should you be infected.

More information

If you need more information, please call:

- Kentucky HIV/AIDS Education Program (502) 564-6539; (Voice/TTY) 502-564-0208,
- CDC National AIDS Hotline 1-800-342-AIDS (2437),
- Your local health department's HIV/AIDS Coordinator,
- Or go to the Kentucky Department for Public Health, HIV/AIDS Web site at <http://publichealth.state.ky.us/hiv-aids.htm>.

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Static can cause fires at gas pumps

Submitted by **Clark Rowland, State Safety Coordinator**

As fall and winter approach, the cooler, dry air permits the build-up of static electricity. We've all had the "shock" of exiting our vehicle and touching the door, we get "zapped". This same phenomenon may cause gasoline-refueling vapors to ignite.

The American Petroleum Institute and Petroleum Equipment Institute recommend we don't reenter our vehicles during fueling. The process takes only two or three minutes, yet we may be tempted to get into the vehicle, due to weather conditions. If you reenter, discharge any static electricity by touching the metal of the door or other parts, with a bare hand, before handling the nozzle.

In the unlikely event of a refueling fire, leave the nozzle in the fill pipe, and back away. Either notify the attendant or use the emergency shut-down button.

More information

Other motor fuel safety guidelines can be found on API's web site at www.api.org, and PEI's Web site at www.pei.org/static.

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Official Kentucky Web site has new look

Submitted by Scott Render, GOT

The official Commonwealth of Kentucky Web site now has a whole new look that will make it easier for visitors to find information and services online. The address is still the same, Kentucky.gov, but the design of the new site places more importance on helping visitors find information by topic, and less on listing information by state agency or department.

According to Gov. Paul Patton, "One of our primary goals when I took office was to improve government efficiency. Kentucky.gov is a great example of this. More and more, our Website is the front door to state government, and can be used as an additional tool to get information to our citizens. We think these changes will be well received by the citizens and businesses of Kentucky, and the thousands of people who visit the site worldwide each month."

"The improvements to Kentucky.gov are designed to put our customers first," said Aldona Valicenti, the Chief Information Officer for the Commonwealth. "Visitors no longer need to know the structure of state government or the name of the cabinet or agency to find what they need. We're keeping pace with what visitors to Kentucky.gov want to experience online today, fast and convenient service, all day, everyday."

Kentucky.gov now offers several new features that simplify access to Kentucky's e-Government services and provide a streamlined and consistent look and feel throughout the portal, including:

Live Online Customer Service

Dedicated online live support provides assistance in real-time, answers visitor questions, and enhances the support experience for users by offering immediate customer service.

State Government News Room

Kentucky state agency news releases will be available in the News Room, and government entities may post press releases that can be automatically distributed to search engines, other government agency Websites, and e-mail lists.

Google Search Technology

The Kentucky.gov site uses Google, the nation's leading search engine technology to search content and services on the site.

Kentucky Calendar of Events

A statewide events calendar integrates the Governor's public schedule and state parks and tourism events with other government activities, such as public meetings, tax deadlines, game and fish seasons, and state holidays.

Scott D. Somerhalder, general manager of Kentucky.gov said the the launch is just the first step towards allowing citizens to be only a few "clicks," instead of many miles, away from government information and services.

About Kentucky.gov

Kentucky.gov is the official Website and portal of the Commonwealth of Kentucky. (www.Kentucky.gov) It's a collaborative effort between the Commonwealth of Kentucky and Kentucky Interactive, Inc., which was built and will be marketed, operated, and maintained by Kentucky Interactive, Inc., a Frankfort-based subsidiary of eGovernment firm NIC (Nasdaq: EGOV).

About NIC

NIC manages more eGovernment services than any provider in the world. The company helps government communicate more effectively with citizens and businesses by putting essential services online. NIC provides eGovernment solutions for 1,400 state and local agencies that serve more than 71 million people in the United States. Additional information is available at www.nicusa.com.

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Executive agency lobbying guidelines from Ethics Commission

Submitted by Jill LeMaster, Executive Branch Ethics Commission

Any person engaged for compensation to influence, on a substantial basis, a decision to be made by an executive branch official or staff member concerning a state expenditure, grant or budgetary allocation of state funds must register with the Commission, along with his employer, and real party of interest, if applicable, as an executive agency lobbyist within 10 days of the engagement.

Thus, if a person attempts to secure business with the state by communicating and attempting to influence a state employee's decision, the person must register as an executive agency lobbyist if attempts are made involving state funds of over \$5000. No registration fee is required. Upon registration, an executive agency lobbyist is issued a registration card.

Registration as an executive agency lobbyist is not required if:

- Decisions involve no state funds or state funds of less than \$5000;
- Merely responding to a request for proposal or submitting a bid;
- Contacts with state officials are for information gathering only;
- Lobbying is conducted only during appearances before public meetings of executive branch agencies;
- Lobbyist is an employee of a federal, state or local government, a state college or university or of a political subdivision, and is acting within his official duty; or
- Exercising the constitutional right to assemble with others for the common good and petition executive branch agencies for the redress of grievances.

Executive agency lobbyists, employers, and real parties of interest registered with the Commission must update their registration and report to the Commission annually any expenditures made to or on behalf of an executive branch employee. In addition, executive agency lobbyists, employers and real parties in interest are required to report any financial transactions with or for the benefit of an executive branch employee. A copy of the required expenditure or financial transaction statement must be sent to the official or employee who is named by the executive agency lobbyist at least ten days prior to the date it is filed with the Commission.

Handbook available

Information explaining the requirements for executive agency lobbyists has been published in an Executive Agency Lobbying Handbook that is available free of charge to lobbyists, their employers, or other interested persons. Included in the handbook are the registration forms required to be filed.

Commission maintains records; data

The Commission maintains all registration statements filed by executive agency lobbyists. The statements are open records subject to inspection by the public. In addition, all statement information is maintained on a database so that

such information may be cross-referenced between lobbyist and employer, and is readily accessible to the general public.

More information

To help educate the employees of your agency on provisions contained in the code of ethics, the staff of the Executive Branch Ethics Commission will provide up to a 3-hour class for your agency at no charge. These classes can be tailored to your specific agency, and include many “hands-on” activities. To schedule a class for your agency, contact Jo Ledford at 502-564-7954.

Note: A chart showing the comparison of registered lobbyists and employers for prior years is on the full page.

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Dealing with the change of administrations

By Sharon Marcum, Executive Director, GSC

According to the Personnel Cabinet, approximately 56 percent of current state employees were hired after the beginning of the current administration in 1995. That means that more than half of state employees haven't lived through a change of administrations, so I thought it might be helpful to share some ideas about dealing with organizational change.

When I first started to work at a brand new agency called the Governmental Services Center back in 1981, I never imagined how much could change over the next 22 years. At GSC, one of our basic objectives is to help state employees and managers prepare to work and manage in a world that is constantly changing. I also appreciate now that the only thing that hasn't changed is change itself.

The change that most state employees are thinking about right now is the coming change of administrations that will happen in early December. One thing that is different about this change is that it has been 8 years since the last time a new governor took office. The previous pattern was that a new governor was elected every four years, so a new governor generally had about two years to accomplish something, and then the next campaign was underway. It seemed like a change of administrations was always happening, about to happen, or had just happened.

We know there will be a new governor taking office in less than 70 days. What does this mean for us as state employees? I think it is safe to say first that much of what we do will not be affected by this change. The vast majority of state employees will continue to do what they are doing today – serving their customers and the people of Kentucky in a professional and responsible way. If the new administration changes priorities, we will respond to their direction and continue to provide high quality service to our customers.

Here are some tips for dealing with change as we approach the beginning of a new administration:

- Be positive. The majority of bad things we think will happen, never happen. We usually don't think about what good things might happen.
- Control your emotions. Change can be stressful, but often we increase the stress by the way we react to change or anticipate change. Only you are in charge of your attitude and emotions.
- Take some ownership of change. You may not initiate all of it, but you can buy into and support it.
- Don't let your strengths become weaknesses. Shift your priorities to match changes in organizational direction.
- Be helpful. Help new leaders and your organization be successful.
- Focus on what you can control – doing your own job as well as you can.
- Keep your sense of humor. It helps you keep things in perspective.
- Progress often looks and feels like trouble. Be optimistic; be patient.
- You can either be part of a problem or part of a solution. Focus on finding solutions and improving things.
- Practice good stress management techniques. Change can be emotionally draining. Learn some ways to relax and manage the stress. Being stressed is a choice. Choose not to be stressed.

The Chinese symbol for change is a combination of the symbols for “danger” and “opportunity”. Although it is natural to feel concern, even anxiety, when faced with change, I believe change always provides opportunities – to learn, to grow, to try new things. We at GSC want to encourage you to stay focused on continuing to provide excellent services to the citizens of Kentucky while looking for opportunities to contribute to the vision and direction set by the new governor and cabinet and department leadership.

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GSC workshop trains the trainer

Submitted by Allen Bryan, Governmental Services Center (GSC)

What do calculating retirement benefits, filling out forms, performing CPR, and learning the appropriate use of fire safety equipment have in common? These are all skills that participants trained fellow participants in while taking the GSC workshop Train the Trainer.

Train the Trainer is a workshop that teaches individuals how to conduct training. The workshop emphasizes the difference between doing presentations, doing demonstrations, and actually conducting training. While presentations and demonstrations are valid vehicles for disseminating information in the appropriate situations, the focus of an effective training is to teach a process or a skill to participants.

Conducting training involves a unique skill set, which participants learn and have the opportunity to use by planning and conducting an actual training event on the last day of the workshop. Each participant's training is video taped, and feedback is received from fellow classmates as well as a GSC facilitator. Self-evaluation is also an important component of the videotaped training session.

GSC offers this particular workshop as a safe environment for current and future trainers to learn and practice the skills necessary to provide effective training. It is GSC's goal to enhance state government by providing effective training to those employees who will be conducting training sessions within their agencies.

More information

View the GSC workshop schedule at <http://gsc.ky.gov/WSSchedule.htm>.

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State Library catalog online: includes training videos and DVDs

Submitted by Nancy Houseal, Kentucky Department for Libraries and Archives

Need a video or DVD for an upcoming project or training program? You can now locate the State Library's multimedia training materials through the online KDLA Catalog at <http://kdla.kyvl.org/>.

The web-based KDLA Catalog offers search options missing in a traditional paper catalog, including:

- **A Combination Search**, with options to combine multiple keyword and phrase searches in different parts of the record. For example, you can use violence in the workplace as a phrase in the subject field and viewing level adult as a phrase in keyword anywhere to get a list of titles on this subject in a variety of materials formats (books, videotapes, or DVDs);
- **A Quick Limit Search**, with the ability to do keyword searches in specific areas of the catalog records, and with the use of a Quick Limit, to restrict the results to a specific format or part of the collection. For example, using harassment as a subject and Video Recordings as a quick limit will result in a list of videotapes on harassment that can be checked out.
- **The New Acquisitions link**, which gives you a list of the newest materials. Search options can be set for material type and time period wanted, according to your preferences. To see a complete listing of all recent titles, choose the "All locations" option and the time period desired.

New Training Videos/DVDs

The State Library is dedicated to providing the highest quality training resources to state government employees. These training selections are available for checkout:

- **Home Away From Home** (Video; 25 min.) This presentation consists of dramatized vignettes and commentary that addresses the need for managers to develop policies and programs that assist employees who happen to be victims of domestic abuse and violence.
- **Accountability that Works!** (DVD; 22 min.) Most employees take on new projects with the best intentions, often finds their goals unrealized. Accountability That Works! presents a simple process structure - before, during and after - common to all tasks. When handled properly, this structure will ensure the clarity and completion of any task.
- **Ethics 4 Everyone** (Video; 15 min.) This videotape beautifully illustrates the cause-and-effect of corporate and individual responsibility, offering do-able solutions, including how to make decisions that ensure a

greater ethical response to business issues.

- **We're on the Same Team, Remember?** (DVD; 20 min.) This DVD clearly demonstrates that, to customers, image is often as important as the product or service itself. It is critical that every contact between employee and customer be positive. It's an unforgettable lesson that will inspire renewed dedication to customers, quality and the success of your organization.

More information

So, the next time you need a video or DVD, reach for your computer and make the connection to the KDLA Catalog at <http://kdla.kyvl.org/>. If you need assistance with AV materials specifically, contact the AV unit at 502-564-8300, ext. 361, or toll free at 800-928-7000, ext. 361. You can also send an e-mail to AV.Circulation@ky.gov. For general search assistance, contact the State Library Reference Desk at ext. 342, or e-mail Ask a Librarian at <http://www.kdla.net/statelib/asklib.htm>.

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ATC teacher receives business education award

Submitted by Mary Ann Scott, Cabinet for Workforce Development

Louise Jackson, a Harrison County Area Technology Center teacher received the Kentucky Business Education Association's 2003 Outstanding Secondary Business Education Award. She was honored at the group's annual meeting in July.

To be eligible for the award, an individual must be nominated by a KBEA member and complete a resume and essay for review. In her essay, Jackson, a business and marketing instructor, focused on how to improve business education through marketing.

She has taught at the Harrison County Area Technology Center since 1987.

The Cabinet for Workforce Development's Department for Technical Education administers 53 area technology centers, which offer hands-on training in such fields as business, graphic arts, construction, manufacturing, automotive and information technologies and health and human services.

Note: A photo is on the full page.

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17 KSP Troopers receive Buckle Up Challenge Awards

Submitted by Les Williams, Kentucky State Police

Seventeen KSP troopers and three KSP posts were among the honorees recognized at the Governor's Buckle Up Kentucky Law Enforcement Challenge Awards presentation on Aug. 12. More than 150 agencies participated in the campaign, which ran from May 19 to June 1.

"The purpose of the Buckle Up Kentucky campaign was to raise public awareness regarding seat belts and child restraints," said Lt. Brad Bates, Commander of the Governor's Highway Safety Program. "By stepping up enforcement, we not only save lives, we reduce serious injuries and protect the safety of our citizens."

Bates declared the campaign "a tremendous success," citing the following comparisons to last year's results: drug arrests increased from 731 to 1,237; fugitive apprehensions increased from 553 to 880; stolen vehicles recovered increased from 25 to 62; checkpoints conducted increased from 648 to 920; DUI arrests increased from 1,351 to 1,720; seat belt citations increased from 6,895 to 8,325 and child restraint citations increased from 505 to 599. In addition, participating agencies issued 24,721 "other" citations and made 3,357 "other" arrests during the reporting period.

Bates also noted preliminary survey results from the University of Kentucky. regarding seat belt/child restraint usage in the state. The numbers show an increase from a 62 percent overall usage rate last year to a 65 percent usage rate this year. During this year's mobilization period and media campaign, the rate climbed as high as 73 percent. "This significant increase indicates some longer-term effects from our efforts," said Bates.

Award recipients

KSP Post 4 (Elizabethtown) placed first in the KSP Division, followed by Post 11 (London) and Post 2 (Madisonville). Tpr. Larry Dale, Post 5 (Campbellsburg), was selected as Top Officer from the division.

Other KSP troopers honored included: Tpr. Michael Williams, Post 1 (Mayfield); Tpr. Brent White, Post 2 (Madisonville); Tpr. Cory Buckner, Post 3 (Bowling Green); Tpr. Jamie Heller, Post 4 (Elizabethtown); Tpr. Larry Dales, Post 5 (Campbellsburg); Tpr. Chris Stewart, Post 6 (Dry Ridge); Tpr. Chris Lanham, Post 7 (Richmond); Tpr. Sam Hunt, Post 8 (Morehead); Tpr. Kerry White, Post 9 (Pikeville); Tpr. Ryan Sizemore, Post 10 (Harlan); Tpr. John Root, Post 11 (London); Tpr. Jerry Wise, Post 12 (Frankfort); Tpr. Adam Hall, Post 13 (Hazard); Tpr. Craig Morella, Post 14 (Ashland); Tpr. Jason Simpson, Post 15 (Columbia) and Tpr. Brent Gramig, Post 16 (Henderson).

Note: The Buckle Up logo is on the "full page."

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Technical Education honors staff

Submitted by Mary Ann Scott, Cabinet for Workforce Development

The Department for Technical Education's central office recently held its employee awards program.

DTE Commissioner Emil S. Jezik received the Distinguished Service Award, which recognizes an employee with at least 20 years of state government service, and who has demonstrated exceptional long-term dedication.

"Commissioner Emil Jezik ... has been a tremendous asset for technical education in his ... years of service by creating new, innovative and cost-effective methods for the successful delivery of skills training, better service for business and industry customers, and economic development opportunities for the state," noted Fran Dundon, manager of DTE's Public Awareness Branch, who nominated Jezik.

Jezik has been with state government for 22 years and has been the department's commissioner since 1996.

Deputy Commissioner Mary A. Stratton was honored with the Leadership Award. "Mary has an in-depth understanding of each layer within the (Kentucky Tech) system because she has worked in various positions from the ground up," said Dundon, who nominated her. "Her commitment in a leadership position has been demonstrated through dedication to students and employees, perseverance in achieving wins for the department, and an ability to understand the big picture."

Wayne King, an academic consultant, received the 110% Award, given to an individual who has, through meritorious service or achievement, served their department or office in an outstanding manner. "His exemplary work ethic makes Wayne the 'go to' man for essential departmental projects that require expedience and accuracy," said Myra Wilson, King's supervisor in the Support Services Branch.

Jill Ralston, a training and development specialist in the Business and Industry Branch, was awarded the Customer Satisfaction Award. Ralston received the award because of her "level of dedication, desire to deliver quality service and consummate professionalism," said her branch manager, Stan Carton, who nominated her.

The department's Secondary Initiatives Branch received the Team Excellence Award.

"Their contributions touch the lives of every principal, teacher and student in the Kentucky Tech (school) system," said Karen Bothun, DTE School Services division director, about members of the Secondary Initiatives Branch. "The team is recognized statewide by business organizations, curriculum committees, and other educational agencies for their expertise in their program fields."

The department, which administers the Kentucky Tech school system of 53 secondary area technology centers, is a Cabinet for Workforce Development agency.

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Employment Services presents staff awards

Submitted by Janet Hoover, Cabinet for Workforce Development

Department for Employment Services Commissioner James Thompson presented annual DES employee awards in six categories at the department's award dinner in Lexington on June 26. DES is a department of the Cabinet for Workforce Development.

Award recipients were:

Distinguished Service – Gene Matney, Campbellsville DES Office

Customer Satisfaction – Joyce Buell, Harlan DES Office

Leadership – Paul Friedlander, Paducah DES Office

110 Percent – 10 winners:

Mandy Jent, Elizabethtown DES Office; Pam Keibler, Frankfort DES Central Office; Susan Kraemer, Maysville DES Office; LeAnn Taylor, Frankfort DES Central Office; Rob Mauer, Frankfort DES Central Office; Janet Snider, Frankfort DES Central Office; Ted Pilcher, Frankfort DES Central Office; Mike Brown, Frankfort DES Central Office; Steve Burgin, Frankfort DES Central Office; and Linda Bobrow, Frankfort DES Central Office

Team Excellence – two winning teams, KEWES and UI Records Section, and the following members:

Kentucky's Electronic Workplace for Employment Services (KEWES) Testing Team, including Lana Trent, Frankfort Central Office; Ann Turner, Owensboro DES Office; Sharon Tackett, Hazard DES Office; Dennis Carman, Louisville DES Office; Sharon Wood, Lexington DES Office; Charlotte Robinson, Frankfort Central Office; Alexandria Ramos, Frankfort Central Office; Vicki Dozier, Richmond DES Office; Teresa Prewitt, Morehead DES Office; Palvena Pace, Campbellsville DES Office; Karen Middleton, Harlan DES Office; Rosemary Griffith, Frankfort Central Office; and Lois Maclaren, Frankfort Central Office

Unemployment Insurance (UI) Records Section, including Linda Bobrow, Sandy Armstrong, Leianne Abel, Janet Bartley, Lora Bowling, June Camden, Amber Collins, Kathy Duvall, Della Green, Kim Gaines, Betty Hyatt, Taylor Hackett, Peggy Haney, Jennifer Lathrem, Brittany Miller, Kevin Parker, Kim Robinson, Rhonda Searcy, Linda Taylor, Connie Woodson and Melissa Stallard, all of the DES Frankfort Central Office

Special Recognition - 3 winners:

Mike Schultz, Fort Knox DES Office; William "Bill" McDonald, Hopkinsville DES Office; and Lane Jacobs, Frankfort Central Office

Note: See the full page for photos.

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Workforce Development presents employee awards

Submitted by Janet Hoover, Cabinet for Workforce Development

Cabinet for Workforce Development Secretary Willie H. Lile presented the 2nd Annual CWD Office of the Secretary Employee Awards in five categories on Aug. 26 at the Capital Plaza Tower auditorium.

The award winners and nominees were:

110 Percent Award

Kitty McAllister, Office of Communication Services

Nominees: Brenda C. Pardi, Office of Technology Services, and Vicki L. Staggs, Office of Budget and Administrative Services

Distinguished Service Award

Renee Redding, Office of Quality and Human Resources

Nominee: Wynee Hecker, Office of Communication Services

Leadership Award

Janet Hoover, Office of Communication Services

Nominee: Nancy Laprade, Office of Workforce Partnerships

Team Excellence Award

One-Stop Marketing Team: Kitty McAllister, Office of Communication Services; Cassandra Bagley, Office of Workforce Partnerships; Sandy Birkholz, Cumberland Workforce Network; Jennifer Compton, Central Kentucky Job Center; Becky Dean, Central Kentucky Job Center; Vicki Dozier, Central Kentucky Job Center; Lisa Gosser, Cumberland Workforce Network; Janet Hoover, Office of Communication Services; Sherry Johnson, Lincoln Trail Career Center; Chris Lemonds, Central Kentucky Job Center; Gene Matney, Cumberland Workforce Network; Linda Pankratz, Department for Training and ReEmployment; Phyllis Patterson, Cumberland Workforce Network; Jim Skees, Lincoln Trail Career Center; Shirlene Taylor, Cumberland Workforce Network; Marilyn Vaught, Cumberland Workforce Network; and Tommy Wheatley, Lincoln Trail Career Center.

Nominees:

Big Brother/Big Sister-Bowl for Kids Sake Team: Stan Salchli, Office of Quality and Human Resources; Cathy Newton, Office of General Counsel; Ray Peters, Department for Employment Services; Linda Coleman, Department for Employment Services; Joyce Lee, Department of Vocational Rehabilitation; Camille Collins-Long, Department for Training and ReEmployment; Beth McFall, Department for Training and ReEmployment; Marcia Egbert, Department for the Blind; Trina Roberts, Department for Adult Education and Literacy; and Janet Stallard,

Department for Technical Education

March of Dimes Team: Stan Salchli, Office of Quality and Human Resources; Brandy Hodgkin, Department for Employment Services; Brenda Parker, Department for Employment Services; Joyce Lee, Department of Vocational Rehabilitation; Camille Collins-Long, Department for Training and ReEmployment; Beth McFall, Department for Training and ReEmployment; Bobby McDowell, Department for the Blind; Tammy Powers, Department for Adult Education and Literacy; Tracy Roberts, Department for Adult Education and Literacy; Leah Disponett, Department for Adult Education and Literacy; and Beverly Ragland, Department for Technical Education

Super Service Team: Cassandra Bagley, Office of Workforce Partnerships; Bryan Coleman, Department for the Blind; Byrd Perry, Department for Employment Services; Stan Carton, Department for Technical Education; Pat Dudgeon, Department for Training and ReEmployment; Linda Pankratz, Department for Training and ReEmployment; John Miller, Department for Employment Services; Robin Ritter, Department of Vocational Rehabilitation; and Kim Dutton, Department for Training and ReEmployment

Partnership Award

Terri Giltner: Finance and Administration Cabinet

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Education, Arts and Humanities Cabinet Retreat puts the fun in fundraising

Submitted by Ed Lawrence, Kentucky Arts Council

The Kentucky History Center's Cralle-Day Garden took on a festival atmosphere on Sept. 5, as employees of the 14 agencies of the Education Arts and Humanities Cabinet enjoyed a Cabinet Summer Retreat to raise money for the Kentucky Employees Charitable Campaign, KECC.

"We wanted an opportunity to show how much we appreciate the hard work and commitment of the diverse agencies of the Education, Arts and Humanities Cabinet," said EAandH Secretary Marlene M. Helm. "It was a great afternoon. The weather was perfect; everyone had a chance to connect, have fun and give a boost to the 2003 KECC campaign."

All who participated were treated to a barbeque lunch and a sampler of donated homemade desserts from staff of the Kentucky Department of Libraries and Archives.

The Arts Council's John Benjamin served as MC as he introduced the talented Beau Haddock and Nancy Atcher, Craft Marketing Program; Georgiana Casey-Goode, Department for Libraries and Archives; Kevin Kreutzer, Commission on the Deaf and Hard of Hearing; Mark Brown, Folklife Program and Anne Duncan, Historical Society, who entertained during the afternoon's festivities. Interspersed between the performances were fun activities, including cakewalks, the "infamous" orange stocking race, a silent auction, drawings for various prizes, and caricature drawings by Mike Gray of the Department of Education.

Kentucky Department for Libraries and Archives' Christie Robinson serves as the EAandH Cabinet campaign chair for KECC. Pleased with the turnout and willingness of everyone to pitch in, Robinson said, "The final tally isn't in yet, but we have raised over \$1,000. That's a pretty good return for a couple of hours of fun."

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Vehicle Enforcement Officer McGaha goes beyond call of duty

Submitted by Selena Curry, Kentucky Transportation Cabinet

Some Bullitt County residents say they may not be alive if not for the actions of Kentucky Vehicle Enforcement Officer Jamie McGaha.

Officer McGaha, a Hillview police officer, and a Bullitt County sheriff responded to a fire at an apartment complex in Bullitt County recently. They were the first emergency units to arrive at the scene.

Upon their arrival, one of the buildings appeared to be engulfed in flames and the fire department had yet to arrive. All three officers went door to door, woke the residents and helped them escape the burning building. Only three residents received minor injuries from the fire. Many of the building's tenants believe that if it wasn't for Officer McGaha and the other two officers they may not be alive today.

"I wish to recognize each officer's actions," wrote Colonel Ray Wilburn, of the Hillview Police Department, in a letter to KVE Colonel Ken Frost. "They each displayed unusual and extraordinary heroism in the performance of duty. I would like to recommend each of them for a citation in life saving. I commend their efforts."

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Creative Services artist portrays Civil War artist

Submitted by Jill Midkiff, Finance and Administration Cabinet

Editor's note: Jim Hoffman, an artist with the Finance Cabinet's Creative Services, known for his Derby Breakfast posters, was recently featured in the Camp Nelson Dispatch. The article is reprinted below, with permission.

The scene was just what you would expect for Camp Nelson's Spring Living History Event. Union soldiers in their navy uniforms marched, fired cannon, fixed meals on an open fire, and prepared ammunition. But you might not have expected to see a newspaper sketch artist in period garb.

Jim Hoffmann of Versailles, Kentucky has combined his talent for drawing with his passion for Civil War history by portraying a newspaper sketch artist. Hoffmann has attended different re-enactment battles across the country and studied the Civil War for 10 years, but he acquired a closer and more personal view when he recently became a re-enactor himself.

"Over the years I would set up and be sketching the camp and the soldiers. But before, I was stuck in the crowd and couldn't get the view I wanted. Now when I'm drawing, I'm part of the re-enactment," said Hoffmann, who worked steadily through groups of onlookers and questioners. Hoffmann said he is able to block out the distractions from interested spectators as he makes his charcoal and pastel sketches. "You have to focus on the scene," he said, "but I actually like it when people come up and question me about the sketches."

Hoffmann inhabits the persona of Theodor Davis, an artist who worked for Harper's Weekly in New York. "He did what newspaper photographers do today," he explained. "They traveled with the Army and sent their sketches to the newspapers. I picked Davis because he traveled all over the South, including Kentucky, and because two horses he rode were shot out from under him."

He explained that using an easel was a luxury during the war, and normally artists made quick sketches in their sketch books and sent them off unfinished, with words "trees" and "bushes," so someone would finish them in the office. Hoffmann said he wanted to be a soldier first, but he is glad he decided to be an artist instead. "I didn't have to buy a uniform, and I don't have to do drills all day," he said with a smile.

In real life Hoffmann works as a graphic artist for Kentucky state government. An 11-year veteran of state government, Hoffmann has created the images for six Derby Breakfast posters. The first four posters could be considered a series, illustrating historical important buildings in Frankfort. A second series started with an image of Daniel Boone's Grave at Frankfort Cemetery.

You can also spot Hoffmann's work on Kentucky's new "butterfly" license plates.

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Employer group honors Employment Services field offices

An employer group has recognized three Department of Employment Services Field Offices for their community involvement and their promotion of services.

The Kentucky Employer Council (KEC), at a recent meeting in Lexington, presented the Community Relations Tri-Star Award to the Somerset, Madisonville and Harlan local Employment Services offices.

Somerset is a major partner in the Pulaski Regional Employment Program, which has developed a database of qualified people to meet the needs of existing or potential employers in the area. In addition, the office proved itself to be a valuable resource in the community by working with other key state and local agencies.

Madisonville developed linkages to local civic and professional organizations, and used public speaking engagements and job fairs to inform the community about services. It has become a recognized leader by developing innovative programs and building partnerships with other community agencies.

Harlan proactively reached out to the community. In the past year, staff conducted job fairs and interviewing workshops at the local high school, promoted job openings through a weekly radio show, and developed a bulletin board to give the public a centralized area to advertise for odd jobs.

KEC represents employers from all areas of the state in advising DES on ways to improve services and increase public knowledge of the programs it offers. Its chairperson is Viki Thomasson, administrator with the Ridgewood Nursing Home of Madisonville.

Barbara Abraham, human resources manager with Allison Abrasives, Lancaster, and Jeanne Scott, human resources manager with Dohman-Walsh, Simpsonville, were the judges for the Tri-Star Award.

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Goodwill honors Ashland's Vocational Rehabilitation office

Submitted by Mary Ann Scott, Cabinet for Workforce Development

Goodwill Industries KYOHVW recently presented the Department of Vocational Rehabilitation's (DVR) Ashland field office with its Partner Award.

Goodwill cited the DVR Ashland office as an outstanding partner for the office's "mission to find suitable employment" for those with disabilities and for the staff's teamwork efforts with Goodwill.

Goodwill Industries of KYOHVW represents the tri-state area of Kentucky, Ohio and West Virginia.

The Department of Vocational Rehabilitation, a Cabinet for Workforce Development agency, assists Kentuckians with disabilities to achieve suitable employment and independence.

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National award for Board of Nursing's Executive Director Weisenbeck

Submitted by Darlene Chilton, Kentucky Board of Nursing

The National Council of State Boards of Nursing's (NCSBN) has presented its most prestigious award to the Kentucky Board of Nursing's Executive Director Sharon M. Weisenbeck, RN, MS.

The R. Louise McManus Award is given to exceptional individuals who have made sustained and significant contributions through the highest commitment and dedication in the area of improvement to nursing regulation, the impact of health and healthcare of the community, enhancement of the image of professional nursing, and management of nursing resources. The award was presented to Weisenbeck at NCSBN's annual meeting in Alexandria, Virginia on August 7.

Weisenbeck was with the Board of Nursing in Wisconsin for four years, and has been the executive director of the Kentucky Board of Nursing since 1980. During this time, she has authored many articles on nursing regulation and competence. She also has been involved in the development and enactment of nursing regulations for the protection of the public, and most recently, has overseen the implementation of the Kentucky Alternative to Recovery Effort for Nurses Program.

Over the span of three decades, Weisenbeck also assumed a myriad of positions with NCSBN, including that of president, and she played a significant role in the development of the group, which was established in 1978. While President, her main focus was to achieve a broader base of service to the membership, nursing, and the general public. Her presidency spearheaded the first independent survey by NCSBN in order to gauge the needs of the membership. In response to the survey, the development of a nurse licensee database was initiated. Prior to 1985, no nursing organization or government entity had attempted to track nurses licensed to practice in the U.S.

In 1991, Weisenbeck received the NCSBN Meritorious Service Award, and she remains as committed to NCSBN as she was then. She stated, "Through the National Council, I was really privileged to be mentored by individuals who were absolutely profound in their knowledge and their understanding of the regulation of nursing for the public good."

Spalding University of Louisville honored Weisenbeck with the Life Time Achievement Award in 1999. In addition, she has been recognized numerous times by Kentucky governors for her services to the Commonwealth, and she holds membership in Sigma Theta Tau International Honor Society of Nursing and several professional nursing organizations.

Weisenbeck is the daughter of the late William E. Weisenbeck and Margaret M. Weisenbeck of Durand, Wisconsin.

She received a B. S. in Nursing from Minnesota's College of Saint Teresa, and a masters degree from the University of Michigan. She and her husband, Peter W. Malin, currently reside in Louisville.

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National group honors Kentucky CIO Aldona Valicenti

Submitted by Scott Render, GOT

On September 9, during the State Dinner at the 2003 Annual conference, the National Association of State Chief Information Officers honored Commonwealth of Kentucky CIO and NASCIO Past President Aldona Valicenti with its prestigious Meritorious Service Award.

NASCIO created the award to spotlight a state CIO who has exemplified outstanding service and leadership in state government. Valicenti's distinctive leadership, innovation and achievements exemplify the qualities of this award.

"Kentucky was one of the first states to hire a CIO at the Executive Cabinet level and we couldn't have picked a better one," said Gov. Paul Patton. "Over the past five years, Aldona Valicenti has helped us reengineer and rethink technology in the Commonwealth, providing innovative leadership and direction," .

Valicenti has also become an advocate for the CIO role on a national level. She was NASCIO's 2000-2001 President and has since served in numerous other leadership positions with the group.

NASCIO represents the state chief information officers from the 50 states, six U.S. territories and the District of Columbia. Members include cabinet and senior level state officials responsible for information resource management. Other IT officials participate as associate members and private sector representatives may become corporate members.

The organization will present the Meritorious Service Award on an annual basis to a state CIO. Nominations are solicited from NASCIO's state CIO membership only and determined by the Executive Committee.

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CFC's Secretary Miller honored by NGA

Cabinet for Families and Children Secretary Viola Miller was one of six individuals nationally to receive Awards for Distinguished Service to State Government. The awards were presented on Aug. 17 by The National Governors Association (NGA) at its 95th Annual Meeting in Indianapolis, Indiana.

Established in 1976, the NGA Awards for Distinguished Service to State Government allow governors to bring national recognition to their states' most valuable civil servants and private citizens. The awards emphasize the commitment of state administrators and the important contributions private citizens make to state government. Secretary Miller was one of three award recipients in the state official category.

"Viola Miller's devotion to improving the lives of Kentucky's most vulnerable citizens has resulted in an outstanding record of accomplishment," the NGA said.

Miller began her eight-year tenure as secretary by overseeing a total restructuring of the cabinet. CFC now blends the historically separate functions of protective services, income maintenance, and child support enforcement into a seamless system of "Comprehensive Family Services." In addition, Miller successfully guided the implementation of welfare reform in Kentucky, insisting that the measures for success be greater child safety and improved family well-being, not just a reduction of the welfare rolls.

Through Miller's efforts, the number of Kentuckians receiving welfare benefits has been reduced by 50 percent, and research has affirmed that a sizable majority of those citizens who have left the rolls are better off economically. Largely due to her persistence and leadership, child and adult protective services became fully accredited by the Council on Accreditation for Children and Family Services; Kentucky is one of only two states to achieve this status.

"Public service is a difficult challenge, the major reward being the personal satisfaction of a job well done. Few can take constant criticism with little credit which is prevalent in the current public service environment. Secretary Miller is an exception. It is just one of many personal attributes that makes her so deserving of this award," said Kentucky Gov. Paul E. Patton.

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New See World online store for those who are visually impaired

By Kim Brannock, Cabinet for Workforce Development

Kentuckians who are visually impaired can shop for visual aids by computer at the Kentucky Department for the Blind's (DFB) new See World On-line Store at <https://seeworld.ky.gov>. The store will also allow rehabilitation counselors and family members of those who are visually impaired to view merchandise on-line before ordering it.

Nearly 600 items including clocks, calculators, kitchen utensils, magnifiers and writing aids can be purchased from the on-line store. All items have descriptions and about 50 percent are accompanied by a photograph. The on-line store is an extension of the See World Store located at the Charles W. McDowell Rehabilitation Center in Louisville.

DFB Commissioner Denise Placido said, "Assistive technology is one way we can help our customers become more independent and productive in the workplace, community, school and home. The See World On-line Store makes those items easier to buy. It is also a great resource for employers who want to accommodate or hire workers who have a vision loss."

Kirsten Schmidt, sales coordinator for the See World Store, said photographs will continue to be added to the Web site with the goal of having a picture for each item.

"Before we put store products on-line, I would have to describe to someone over the phone how an item looked or its size, or the person would have to come to our store to see an item. The See World On-line Store allows people who have some vision to use a computer to look at merchandise," Schmidt said. "It's also great for a family member of someone with a visual impairment or the person's rehabilitation counselor to be able to go the Web site and see the product before he orders it."

Schmidt said that the store not only serves people in Kentucky but also gets orders from across the U.S. By putting photographed items on-line, Schmidt said she expects even more orders from outside the state.

The Department for the Blind, an agency of the Cabinet for Workforce Development, provides job counseling, education, job training and assistive technology services to Kentuckians who are blind or visually impaired.

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Save on student loans

Submitted by Crystal Dempsey-Gillum, KHEAA

Kentuckians can cut the initial cost of their student loans and save during repayment through special programs offered by the Kentucky Higher Education Assistance Authority (KHEAA) and The Student Loan People.

“Students are always urged to take advantage of the state need-based grants and merit-based Kentucky Educational Excellence Scholarships (KEES) that we administer to help pay for college or technical training. To fill the gap between these and other sources of student aid, most students also need a loan,” said Dr. Joe L. McCormick, Executive Director of KHEAA and The Student Loan People.

“As the state’s only public, nonprofit student loan provider, The Student Loan People has taken steps to ensure Kentuckians can successfully manage their student loan debt by providing the lowest cost student loans in Kentucky.”

Borrowers taking out new student loans should take advantage of:

- Benefit comparisons of Kentucky’s largest student loan lenders at www.kheaa.com. (Click on “How to Save if You Have to Borrow.”)
- BestStart loans with zero fees and discounts for completing a school year, reductions in loan principal for consistent on-time payments, and interest rate reductions for automatic payments.
- Best in Class loans with interest forgiveness for teachers, guidance counselors, and librarians. In addition, math, science, special education, and English as a Second Language teachers receive 20 percent forgiveness of their original loan balance each year they teach in a Kentucky school.
- Best in Care loans with interest forgiveness for current registered nurses working in Kentucky. Best in Care also offers forgiveness of 20 percent of the original loan balance for loans made after July 1, 2003, for each year the borrower works as a registered nurse in Kentucky.

Borrowers repaying student loans should keep in mind:

- Borrowers receive a .25% interest rate discount for making automatic payments through their checking or savings account for loans made by The Student Loan People.
- www.itsmoneybaby.com has free advice on the different types of repayment options and money management as well as explanations of deferments, forbearances, and other ways of keeping student loan accounts in good standing — sometimes without making payments.
- The Student Loan People’s Best in Care program offers interest forgiveness for current registered nurses working in Kentucky.
- Borrowers who are having trouble making payments can contact one of KHEAA’s borrower advocates at 800-928-5327 for personalized assistance and counseling. Several alternatives are available to help keep borrowers from going into default — standard, graduated, and income-sensitive repayment options; forbearances; unemployment, military, and other deferments; and consolidation of student loans.

More information

For more information about how you can save on your student loan, contact The Student Loan People at 888-678-

4625, or visit www.studentloanpeople.com. For more information about KHEAA financial aid programs and services, call 800-928-8926, or visit www.kheaa.com.

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26 win Education Pays scholarships

Submitted by Janet Hoover, Cabinet for Workforce Development

Gov. Paul E. Patton presented Cabinet for Workforce Development Education Pays Scholarships to 26 Kentuckians in the Capitol Rotunda this summer. The scholarship students are pursuing postsecondary education in Kentucky in a variety of fields.

The students are enrolled in 15 Kentucky colleges and universities and represent 20 Kentucky counties. One is an Afghanistan native. They are preparing for various careers from business to medicine and from forensic science to theater arts. Their ages range from 18 to 53 years old; their average age is 30.

Gov. Patton congratulated the scholarship winners for continuing their education. "From the start of the Patton Administration, we have emphasized education and have made significant accomplishments in improving the Commonwealth's education system," he said.

"Those of you who have made the decision to continue your education truly personify the value that all Kentuckians must place on education. You and your family should be very proud of what you have already accomplished and the new path you're embarking on to improve your lives and the lives of others."

Each of the scholarship winners has used at least one of the Cabinet for Workforce Development's employment and training programs and services. Scholarship applicants were required to write an essay on "How Education Pays in My Life." The \$500 scholarships may be used for tuition, books, and lab and technology fees.

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New program targets teenage drivers

Submitted by **Les Williams, Kentucky State Police**

High school students from selected schools throughout Kentucky participated in the first “Drive To Stay Alive” program, which was held Sept. 15 - 19 at the Kentucky State Police Academy.

The training session is designed to decrease teenage driving deaths by providing hands-on experience from skilled driving instructors. After completing the course, the students will partner with experienced troopers to bring this life-saving information back to their home schools. The foundation of the program is based on the concept that a message conveyed by a fellow student carries a more personal tone with others students and is therefore more effective.

The students selected for the program represent schools located in counties statistically determined by KSP to be at high risk for teenage drivers.

In 2002, there were 29,893 motor vehicle collisions in Kentucky involving teenage drivers, ages 16 - 18. This represents 21 percent of all motor vehicle collisions occurring in the state. Nineteen percent of all fatal collisions in the state involved teenage drivers, and 58.1 percent of the teenage highway fatalities in the counties targeted for the Drive to Stay Alive Program were not restrained.

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T.I.P.S. for traveling through road work zones

Submitted by Selena Curry, Kentucky Transportation Cabinet

If you've traveled I-64 between Louisville and Frankfort lately and wondered what those portable signs with the antenna's sticking out are all about, the Cabinet has revealed the answer. It's part of the "TIPS" program. That stands for Traffic Information and Prediction system.

"Simply put, it is a system for displaying up to the minute travel time or delay time to motorists in advance of and through an interstate work zone," said Amos Hubbard, KYTC Deputy State Highway Engineer for Construction and Operations. "We believe its an effective system that provides for better informed travelers, less frustration and road rage, the ability to choose alternate routes and overall improved safety for the motoring public and our workers out there on the highways."

The TIPS system was developed by PDP Associates, Inc. of Cincinnati. Prahlad D. Pant, president of the company demonstrated the system for the media during a news conference today at the highway maintenance garage in Frankfort.

"Basically the way the system works," Pant said, "is that roadside microwave sensors located on portable message signs out ahead of and along highway construction zone collect real-time traffic flow data and then send it by microwave back to a personal computer at a remote location. The computer processes the data and calculates travel time between different points on the highway. That information is then returned and displayed on several portable changeable message signs positioned at predetermined locations ahead of and throughout the highway work zone."

Currently, the system is only being used on a stretch of I-64 that is getting new pavement between Frankfort and Louisville. The Kentucky Transportation Research Center at the University of Kentucky is conducting an independent evaluation of the system.

"If the research center confirms our beliefs, this is a system that we'll employ on our other major interstate projects," Hubbard added.

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Project ASSET helps people with disabilities become self-employed

Submitted by Jason Jones and Mary Ann Scott, Vocational Rehabilitation

Tim Maynard's love of NASCAR led him to a career in the field, but not as a racecar driver or member of a pit crew. Because of a new program called Project ASSET, Maynard started his own NASCAR hobby shop in Pikeville.

Project ASSET (which stands for Advancing Supported Self-Employment Techniques) is a collaborative effort of the Department of Vocational Rehabilitation (DVR), the Kentucky Council on Developmental Disabilities and the University of Kentucky Human Development Institute. DVR is a Cabinet for Workforce Development agency.

The project helps qualified individuals with the most significant disabilities who are interested in self-employment with training, technical assistance, start-up funding and resource development. Teams, consisting of service providers, family members, business leaders and support personnel, help individuals build their businesses. Carol Estes, who oversees the program for DVR, said the project's concept came from people like Maynard.

"Several people (with disabilities) have told us that (to be self employed) is their vocational dream," said Estes. "We must pursue this next phase ... and learn how to support people in owning and operating their own businesses."

Project ASSET businesses are based on a person's interests, abilities and goals. Enterprises vary from Maynard's hobby shop to a community garden project in Lexington to a shitake mushroom business in Madison County. Funded primarily through a three-year federal grant, Project ASSET has another 10 individuals in various stages of developing their ventures. Estes said five more applicants should be approved for the project by September's end.

"This is something we hope to continue after the grant ends and provide as a service option for our consumers," Estes said.

Bruce Crump, DVR's commissioner, sees the collaborative efforts continuing, thus increasing the odds for businesses to succeed. "Project ASSET is another way to blend the strengths of several organizations to better serve individuals with the most significant disabilities," said Crump.

Maynard, a DVR consumer who opened his business last December, said going to DVR helped him fulfill his dream. "I was at Voc Rehab (DVR) looking for a job. We started talking about this idea (of owning a business). They pointed me in the right direction," noted Maynard. "Project ASSET is a good program. I wouldn't have this business without it."

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Agriculture promotes cookbook

The Department of Agriculture is helping the University of Kentucky Cooperative Extension Service market a new cookbook, “Pride of Kentucky: Great Recipes With Food, Farm and Family Traditions.”

The coffee-table size cookbook, published by the Kentucky Extension Association of Family and Consumer Sciences, is filled with recipes using traditional Kentucky commodities. It is recognized as the official cookbook of the 2003 Kentucky State Fair, where it was unveiled in August.

Approximately 250 recipes are divided into eight categories: Blue Ribbon Beef, Prize-Winning Pork, Premium Poultry and Eggs, Specialty Showcase, Delectable Dairy Dishes, Bountiful Beans and Grains, Gold Medal Gardens, and Sensational Spirits, Sips, and Sweets.

The book includes a nutritional analysis of each recipe, and a tribute to Kentucky institutions that contribute to the state’s rural culture. It also contains stories about the Commonwealth’s food, culture and traditions, and information on festivals and agri-tourism destinations in the state.

“Pride of Kentucky” sells for \$27.95, but it may be purchased at local Extension Offices for \$25, including tax and a 16 percent discount.

Proceeds from book sales will go to an educational endowment fund for scholarships and an awards program to recognize excellence in education.

More information

For more information, contact the Kentucky Department of Agriculture, Division of Public Relations and Communications, 502-564-4696, or your County Extension Office.

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DES showcases new technology projects

Submitted by Janet Hoover, Cabinet for Workforce Development

The Cabinet for Workforce Development (CWD) and Department for Employment Services (DES) have launched three major technology projects during the administration of Gov. Paul Patton. DES highlighted the projects during an open house in August.

In a brief program, Gov. Patton praised the hard work and commitment of state employees who increasingly are doing more work with fewer people. On behalf of the Commonwealth's citizens, he also thanked employees who, through new technology, were making state government more accessible to the people we serve.

Comments by Gov. Patton, CWD Secretary Willie Lile and DES Commissioner Jim Thompson were followed by an official ribbon-cutting and demonstrations of the new technologies outlined below.

KEWES

A massive Unemployment Insurance (UI) technology and re-engineering project, KEWES was launched in 1999; the final stage of the project will implemented fall 2003. Highlights of KEWES (Kentucky Electronic Workplace for Employment Services) include:

- Employers can submit quarterly tax reports and pay Unemployment Insurance (UI) taxes by using the Internet. This function is used by thousands of Kentucky employers as an easy and efficient way to meet this important obligation.
- Upon final implementation, individuals will be able to file an unemployment claim from any Internet-connected computer. Call centers will be available for those who do not have Internet access or are uncomfortable using a computer. In addition, Kentuckians can still go to a local employment services office to use a computer or telephone to file their UI claim. The online UI claims function will be implemented in phases during fall 2003.

Employ Kentucky

Employ Kentucky, a new online service, offers Kentuckians opportunities to register for jobs, apply for employment and training services, complete a job search and develop a resume through the Employ Kentucky system – all from any Internet-connected computer.

Employ Kentucky, an initiative of Gov. Patton's EMPOWER Kentucky project, also has advantages for employers. As more and more Kentuckians enter their names in the cabinet's applicant database, the pool for employee recruitment expands. This has positive implications for new and expanding businesses, which are always in need of a workforce.

Partners in the Employ Kentucky project are the Cabinet for Workforce Development, Department for Employment Services, Department for Training and ReEmployment, Department of Vocational Rehabilitation, Department for

the Blind, local Workforce Investment Act programs and the U.S. Department of Labor, which provided funding for the project.

Employ Kentucky also includes case-management technology used by state and local employment specialists to better serve their customers and to meet federal Workforce Investment Act reporting requirements.

Workforce Kentucky

The labor market is constantly changing, and employers have asked for a reliable source that provides the latest national, state and local information in an easy-to-use format. That describes the new Workforce Kentucky Web site available at www.workforce.ky.gov . Current employment statistics, job descriptions, educational requirements, future job growth, wage data, a business and industry directory, industry and job comparisons and census information are just a few of topics that are included in this new interactive site. The site has job search capabilities, information on starting and expanding a business, profiles of each Kentucky county and the ability to compare counties' statistics.

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Tech Ed students win national awards

Submitted by Mary Ann Scott, Cabinet for Workforce Development

Kentucky students from eight area technology centers of the Cabinet for Workforce Development brought home honors from the national SkillsUSA-VICA competition. The competition, held in Kansas City, Mo., in June, showcased secondary students' career and technical education skills.

Top honors went to the following students of Kentucky area technology centers (ATC):

- Meade County ATC: Bradley Webb, second place in the Heating, Ventilation and Air Conditioning skills competition; team (Lonnie Pike, William Pike, Shane Redmon, Robert Rieder, Martin Webb and Brock Wiltshire) fourth place in Chapter Business Procedure;
- Russellville ATC: Danny Fox, second in the Computerized Numerical Control Turning competition, which involves the precision machining of tools and parts;
- Nelson County ATC: Justin Jones, fourth place in Technical Computer Applications.

Other Kentucky ATC winners and their respective categories include:

- Wayne County ATC: Brandon Lester, fifth place in Welding;
- Lake Cumberland ATC: Greg Whittle, sixth place in Job Skill Demonstration (a technical demonstration using techniques or skills in a particular program area) and Matt Templin, tenth place in Mechatronics (industrial machine maintenance and repair);
- Breckinridge County ATC: Patrick Clark, seventh place in CNC Milling;
- Russellville ATC: Joshua Hindman, eighth place in Job Interview;
- Breathitt County ATC: Robert Johnson, eighth place in Appliance Repair;
- Boone County ATC: Thomas Haddox, ninth place in Sheet Metal.

Kentucky's winners were among 115 technical education students attending from the state and 4,500 technical education students (all state contest winners) from across the nation. There were 75 different trade, technical and leadership field competitions.

Two student officers of Kentucky's SkillsUSA-VICA joined other states' SkillsUSA-VICA officers in a community service project while in Kansas City. Adam Berry, of the Caldwell County ATC, and Cory Dotson, of the Paducah ATC, helped repair and renovate the Ozanam Home, a non-profit residential treatment center for children with behavioral and emotional problems.

Department for Technical Education area technology centers offer hands-on training in such fields as business, graphic, construction, manufacturing, automotive and information technologies and health and human services. The department is an agency of the Cabinet for Workforce Development.

More information

For more information about area technology centers, call the department at 1-800-223-5632.

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Appointments and other agency staff changes

GSC: New members for GSC Board

The GSC Authority Board welcomed four new members to its Sept 30 meeting. The new members include a new chairman, Dr. William H. Turner, interim president of Kentucky State University. By statute, the KSU president serves as the board's chairperson.

One new member, Gordon Duke, is not entirely new to the position. He now serves on the board by virtue of his position as Secretary of the Finance and Administration Cabinet, but he had previously served as a board member by appointment of a former governor.

Two other new board members, Dr. E. Terry Magel, director of continuing education at KSU, and Steve Mason, KSU director of governmental affairs, are appointees of the KSU president.

The GSC Authority Board is made up of seven members, including the KSU president and his two appointees, the state secretaries of Finance and Administration and Personnel, and two other members appointed by the governor.

Justice Cabinet: Baker replaces retiring Jones as Deputy General Counsel

Following the recent retirement of Barbara Jones, Elizabeth Baker has joined the Justice Cabinet as deputy general counsel.

Baker received a bachelor's degree from the University of Kentucky in 1985, and graduated from UK's College of Law in 1988.

She most recently served as deputy general counsel for the Transportation Cabinet. Prior to that, she was chief legal counsel for the State Police.

Before joining state government, Baker's career included service as lead counsel for the Perry County Friend of the Court, assistant Perry County Commonwealth's attorney, and an associate in a private law firm in Paintsville. She also clerked for Circuit Judge Eugene E. Siler, Jr., of the U.S. Court of Appeals for the Sixth Circuit, from 1994 to 1996.

Jones has accepted a position with the University of Kentucky.

Board of Nursing: Members reappointed

The Kentucky Board of Nursing announces the reappointment of the following members: Mabel Ballinger, Citizen at Large; Ann Fultz, LPN; Catherine Hogan, RN; and Jan Ridder, RN. Each has been reappointed for four years,

and their terms will expire June 30, 2007.

State Police: Promotions and new commands for Nicholson and Miller

Madisonville native Melvin D. Nicholson Sr. has been promoted from lieutenant to captain by the Kentucky State Police, and Taylorsville native Robert J. Miller, Jr. has been promoted from major to lieutenant colonel.

A 20-year veteran of the agency, Capt. Nicholson will be assigned to KSP Post 10 in Harlan as Commander. Lt. Col. Miller, an 18-year veteran, will serve as Director of the Division of Technical Services at KSP headquarters in Frankfort.

Capt. Nicholson's previous assignments include Post 1 in Madisonville, Post 2 in Mayfield, Post 12 in Frankfort, Post 16 in Henderson, Drug Enforcement, Special Investigations, and the Special Response Team. He has also served as Assistant Commander of the Inspections and Evaluations Section, and Commander of the Facilities Security Section and the Recruitment Program.

Nicholson is a 1979 graduate of Madisonville North Hopkins High School and a 1998 graduate of Madisonville Community College.

Lt. Col. Miller's previous assignments include three years as KSP Chief Information Officer. He also served as Commander of the Data Processing Section and Post 10 in Harlan, and he was Assistant Commander of Post 15 in Columbia, Post 16 in Henderson and the KSP Academy; trooper at Post 12 in Frankfort, Accident Reconstruction Coordinator and Fleet Safety Board Chairman.

Miller is a 1974 graduate of Taylorsville High School and a 1978 graduate of Eastern Kentucky University.

Transportation: Patterson retires; McKee appointed director of Minority Affairs

Arthur McKee, Jr. has been appointed executive director for the Transportation Cabinet's Office of Minority Affairs. His August appointment followed the retirement of Anna Patterson, the former director.

McKee's career in state government began in 1973 in the Department of Libraries, and he moved to Transportation the following year. He has remained with the cabinet for the past 29 years, and has worked in several areas, including planning, construction and contract procurement.

He was the Disadvantaged Business Enterprise liaison with contract management in 1980, when the program became the first approved minority business enterprise program in the nation. He was a member of the original staff when the office became the Office of Minority Affairs in 1984.

McKee will supervise a staff of 12, whose mission is the development and implementation of programs and procedures for assisting minorities in employment and contractual relations with Transportation.

A native of Lawrenceburg, McKee is married to Teresa and the father of two sons and a daughter. He attended Kentucky State University and is an officer and active member of St. John AME Church in Frankfort.

Virtual University: CEO resigns; interim named

Daniel A. Rabuzzi, the chief executive officer of the Kentucky Virtual University, and vice president for outreach for the Kentucky Council on Postsecondary Education, resigned effective Sept. 15.

Rabuzzi is returning to his native New York, where he will become the CEO of the Leader to Leader Institute, formerly the Peter Drucker Foundation, which is headquartered in New York City.

Council President Tom Layzell appointed Norma Northern, chief operating officer, to serve as interim CEO of the Virtual University. She has been on the Council staff for six years, and previously held positions at the University of Kentucky and Morehead State University.

Kentucky Virtual University is a unit of the Council on Postsecondary Education. The Council coordinates change and improvement in Kentucky's colleges and universities. Virtual University is located online at www.kyvu.org. With over 14,000 students, it posted a record enrollment this past spring.

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Cabinet Comments

KSP announces Trooper Island raffle winner

Kentucky State Police drew the winning Trooper Island raffle ticket on Aug. 24. The winner of the 2003 Harley Davidson motorcycle was drawn from just under 13,000 tickets at the KSP Safety Town exhibit at the Kentucky State Fair.

Congratulations to David Hubbuch of Fern Creek, father of KSP Sgt. Vic Hubbuch (KSP Post 5-Campbellsburg), who sold the winning ticket. The raffle raised \$107,716.99 for Trooper Island, a summer camp for children, thanks to all the state government employees, and others, who participated.

GSC schedules CPM graduation ceremony

The annual GSC Certified Public Manager graduation ceremony will be held at the Frankfort Civic Center on Nov. 6, 2–4 p.m. There will be 454 recipients of the Certificate of Management Fundamentals, and 54 CPM graduates.

For additional information contact Kathy Wade at GSC, 502-564-8170, ext. 241.

Alcoholic Beverage Control receives accreditation

The Kentucky Department of Alcoholic Beverage Control has been awarded the Kentucky Association of Chiefs of Police Accreditation certificate.

Kentucky ABC is the first state law enforcement agency to obtain this distinguished award. The KACP's accreditation program is one of the most valuable and cost - effective ways that a law enforcement agency can enhance its effectiveness and professionalism. The Division's management team has worked nearly two years to complete the accreditation process and achieve this recognition.

The purpose for applying for the KACP's Accreditation Program was to improve ABC's internal policies, procedures, evidence handling and control and facility security. Complying with the established standards not only protects the department, but can also protect the investigators against personal liability issues.

The award was presented to ABC's Enforcement Division's management team at the Kentucky Association of Chiefs of Police's Annual Conference, which was held in Fort Mitchell in August.

State Fair a success for participating agencies

Among agencies continuing their long-standing presence at the Kentucky State Fair in August were the Cabinet for Health Services, Workforce Development, the Kentucky State Police, and numerous others.

Approximately 10,000 children learned about highway safety in Safety Town, a perennial favorite among Kentucky State Police exhibits. KSP exhibits also included vintage cruisers, the Historymobile, and a vehicle rollover simulator that demonstrated the value of seatbelt usage. Visitors could also try to pass a sobriety test while wearing goggles that simulate intoxication.

Workforce Development's exhibit included employment specialists, equipped with computers, who advice and referrals to those looking for jobs, and also assisted employers seeking employees. The service earned the cabinet a feature story in the business section of the Aug. 16 Courier Journal. (See <http://www.courierjournal.com/localnews/2003/08/16ky/met-front-jobs0816-7615.html>.)

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Calendar

October

Sept. 25 - October 31

ColorFall

Weekly updates on Kentucky's changing fall colors will be issued on Wednesdays. Call the Kentucky Color Connection at 800-225-TRIP (8747), or click on the ColorFall icon at www.kentuckytourism.com.

October 9 - 10

Governor's Housing Conference, Clarion Hotel and Conference Center, Louisville

Register online at www.kyhousing.org, For more information, contact Helen Morrow at 502-564-7630, ext. 349, or hmorrow@kyhousing.org.

October 5-11

Kentucky Public Employees Recognition Week

October 31

Nominations deadline for Kentucky Women Remembered

See the Kentucky Commission on Women Web site at www.women.ky.gov/kwrnompge.htm,

November

November 4

Kentucky General Election

November 6

Certified Public Managers graduation ceremony, 2 p.m., Civic Center, Frankfort

November 8

Kentucky Book Fair, Civic Center, Frankfort

One of the nation's top literary events, the Book Fair brings together authors and readers, while raising funds for literacy programs at school and public libraries throughout Kentucky. (kdla.net/kybookfair.htm)

November 13-15

North American Championship Rodeo, Kentucky Fair and Exposition Center, Louisville

Cowboys, broncos and bulls. All the excitement begins in Freedom Hall at 7:30 p.m. each evening. Tickets are \$20.00 for the Thursday and Friday evening performances and \$25.00 for the Saturday evening performance. Group discounts are available for Thursday by calling 502-367-5144 and on Friday, tickets for children 12 and under are \$5.00 with the purchase of an adult ticket.

November 26

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